

Miami Beach Service Partnership

Please score the following ona scale of 1 to 10 with 10 representing "Significantly Exceeds Expectations."

Chief Executive Officer's Individual Performance Factors: Key Expectations, Goals, Projects, Responsibilities		Score	Total
Work with the Board to define the Partnership's mission, communicate it			
effectively within the Partnership, ensuring that that it serves continuously as an			
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inspiration and guide for execution.	10	10	100
Work with the Board to ensure that it is properly constituted and trained to			
conduct effective governance	8	10	80
Work with the Board to ensure adherence to appropriate values and ethical			
standards	10	10	100
Work with the Board to craft and maintain Partnership's reputation and image	9	10	90
Ensure that staff are properly selected, supported and guided and that their			
professional development is matured	10	10	100
Ensure that financial resources are utilized as intended, within operating limits			
and adhering to appropriate financial guidelines	10	10	100
Provide programmatic management to ensure that intended outcomes are			
reached	10	9	90
Work with the Board to establish accountability standards and systems that			
track the Partnership's effectiveness and impact	10	10	100
Contribute to the vision and thought leadership of the Partnership and			
communicate this vision	9	10	90
Work collaboratively with funders to advocate for the Partnership's resource			
needs	10	10	100
Help shape the agenda and decisionmaking of the Board with respect to			
education and public engagement	9	10	90
Prepare programmatic and financial reports to appropriate entities including the			
Board and funders	10	10	100
Ensure that required Board benchmarks (i.e. self-assessment, policy creation,			
etc.) are met	9	10	90
Negotiate, supervise and evaluate vendor contracts	10	10	100
TOTALS	134	139	95

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Chief Executive Officer's General Performance Factors: Employee,	Weight	Score	Total
Supervisory and Adminstrative	rroigiit	000.0	Total
Provides effective, efficient service to external/internal customers and	10	10	100
Develops rapport with people at all levels. Establishes and maintains	10	10	100
Produces quality work in a timely manner.	10	10	100
Possesses knowledge required to accomplish job duties. Understands job via			
experience, education, training, or observation. Strives to learn and adapt to			
changes and new methods.	9	10	90
Communicates clearly (written and oral). Keeps the Board informed.	9	10	90
Reliability on the job including meeting deadlines.	9	10	90
Attendance for work.	9	10	90
Identifies key issues and analyzes appropriate alternatives.	9	10	90
Uses good judgment when developing and developing alternatives.	9	10	90
Offers creative suggestions, develops new and unique approaches to service.	9	10	90
Uses available time efficiently and displays appropriate sense of urgency.	9	10	90
Supports hiring, promoting and maintaining a diverse workforce.	10	10	100
Encourages internal, external and cross-functional teamwork. Emphasizes	10	10	100
Provides information, training and authority. Empowers Partners to make	10	10	100
Provides Partners with accurate and timely feedback. Works with Partners to			
establish development plans to achieve intended outcomes.	10	10	100
Supports and assists Partners with action plans for problem performance.	10	10	100
Evaluates Partner performance and discusses in a constructive way.	10	10	100
Plans ahead, schedules work, sets realistic goals, and anticipates and	10	10	100
Conveys ideas in a convincing way and gains support from others.	10	10	100
Develops realistic forecasts and budgets. Effectively utilizes resources. Meets			
forecast and budget objectives. Is responsive to business conditions.	9	10	90
Makes decisions and operates with attention to long-range strategic direction.	9	10	90
Has a clear understanding of current practices, materials, concepts and			
knowledge of relevant fields.	10	10	100
TOTALS		220	95.45455

Comments Regarding General Performance Factors: 2011 objectives were met by CEO and staff. Partnership is more efficient and successful due to CEO implementing 2011 requests/comments and evaluative budgets. This Partnership has been propelled to the next level by Maria Ruiz's and staff's leadership and advocacy through the City of Miami Beach.

Career/Professional goals to be met: N/A				
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Competencies (know	ledge, skills and abilit	ies) needed to be dev	veloped to meet these g	noals: N/A
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Training/Education/E	xperience needed to d	evelop these compe	tencies: N/A	
Action Plan and timet	able for the developm	ent of needed compe	etencies: N/A	
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Ratification by Governing Board				
	# for Ratification	# in Dissent		
Board Vote	6	0	Date	9/19/2012
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f Chair: <u>Madeleine</u> R	comanello_		_09/19/2012	